

Human Resource Management Report

Executive Summary – FY 2006 Statewide Roll-up

Plan & Align Workforce	
▪ Percent managers with current performance expectations for workforce management	25/35 agencies have WF Mgmt expectations for >90% of supervisors
▪ Management profile:	
▪ Percent workforce that is coded as “Manager”	9.4%
▪ Percent workforce that is WMS	8.3%
▪ Percent WMS that is “manager”, “policy”, “consultant”	73% manager, 8% policy, 19% consultant
▪ Percent employees with current position descriptions	67% (est. statewide). 13/35 agencies have descriptions for >90% of employees
Hire Workforce	
▪ Days to fill job vacancies	Data not available until 4/07
▪ Candidate quality ratings	Data not available until 4/07
▪ Hiring balance (% types of appointments)	29% promotions, 32% new hires, 8% exempts, 26% transfers, 5% other
▪ Percent separation during post-hire review period	~9.7% (statewide estimate)
Deploy Workforce	
▪ Percent employees with current performance expectations	64% (statewide estimate). 14/35 agencies have performance expectations for >90% of employees
▪ Employee survey “productive workforce” ratings	3.8 statewide average rating (1-5 scale)
▪ Overtime usage:	
▪ Average overtime hours	8.2 hours average, per capita, per quarter in FY 2006
▪ Average number employees receiving overtime	25.9% average, per capita, per quarter
▪ Sick leave usage	
▪ Average sick leave use per capita	17.9 hours, per capita, per quarter in FY 2006
▪ Average sick leave for just those who used sick leave	22.7 hours, per quarter in FY 2006
▪ Number of non-disciplinary grievances filed	769 total for FY 2006
▪ Number of non-disciplinary appeals filed	131 total for FY 2006
Develop Workforce	
▪ Percent employees with current individual training plans	64% (statewide estimate)
▪ Employee survey “training & development” ratings	3.7 statewide average rating (1-5 scale)
Reinforce Performance	
▪ Percent employees with current performance evaluations	63% (statewide estimate). 15/35 agencies have current performance evaluations for >90% of employees.
▪ Employee survey “performance & accountability” ratings	3.7 statewide average rating (1-5 scale)
▪ Number of formal disciplinary actions taken	451
▪ Number of disciplinary grievances/appeals filed	277 disciplinary grievances. 23 disciplinary appeals filed
Ultimate Outcomes	
▪ Employee survey “Employee Commitment” ratings	3.6 statewide average rating (1-5 scale)
▪ Statewide turnover percentages	9.4% statewide, leaving state service